

Aspiration Working Group – 27/1/22

Introducing the systems maturity model

	5	4	3	2	1
Vision	The shared vision is embedded in everything that people do. It flows from top to bottom and all organisations articulate it in similar ways, allowing for their differing cultural norms.	The shared vision sets a clear direction, and articulates where organisations and people fit in to achieving it.	The shared vision is well formed and commonly understood, but is articulated in different ways by different organisations.	There is a shared vision, but it is loosely formed, which leads to different organisations/people interpreting it in different ways.	There is no clear shared vision for the future, or there are competing visions.

Where are we now?

The group suggested that the system is currently between 1 and 2.

<p>Questioned raised at the start: which vision? is there one vision ?</p>	<p>1- 1.5 collective range of scores</p>	<p>Conversations show me that there are similar visions between groups, but I am not sure that they are actually shared.</p>	<p>The score 5 is restrictive as it restricts new growth and new thoughts - doesn't allow for new</p>
<p>to get to 5 vision to be interpreted similarly by residents , strategic and stakeholders</p>	<p>It is good to have vision as well as a target - some funders have to help people REALISE the vision , like fertilizer fund</p>	<p>Should the first question for each group be - "What is your vision" in relation to this?</p>	<p>Is 5 even possible? Would it be better to have a 4 or a 3?</p>

What do we need to do to progress?



	5	4	3	2	1
Collaboration	Partner organisations work collaboratively. This sometimes involves compromising their individual organisational priorities, in the interest of achieving the shared vision.	Roles, responsibilities and incentives reflect the need to collaborate, leading to new ways of working.	Many decisions are made across boundaries. Shared outcomes are starting to be developed.	There is some mutual understanding between local partners. Collaborative behaviour is not yet commonplace.	Collaboration across boundaries is limited.

Where are we now?

**we
think
2-2.5!**

**Different
organisations
have different
levels of 'voice'**

**lots of
collaboration
has already
happened to
get to this
stage**

**collaboration
happening at small
or partnerships level
but not at systemic
level**

**there are
some 5s in
individual bits**

What do we need to do to progress?

**Think about who
has power and
permission to make
decisions and are
they involved and
present?**

**Ability to
make
decisions**

**Need
some
action to
build trust**

**there has been work
done on 'what it
means to have good
life' - can we draw it
together**

**Feed in some of the
work the Bolsover
Partnerships Team
are doing in
engaging across the
different networks**

**Outcomes
and
stories**

**this
requires
culture
change**

**sometimes it does
take one
organisation to
stimulate action or
change or a need for
collaboration**

Next Steps / Planning

Explore difference between working in partnership and working in collaboration - linking to principles or ways of working

Looking at different areas etc. - need to ask people what they want

visions of individual aspirations into a holistic aspiration

Action - to record where this came about - how did we get to this point - the route through poverty and inequality through individual aspiration

Need to work to understand lived experience

Think about communications tool for residents - e.g. like 'you said, we did'

a tool for telling people what's happening and connecting people in

Community Unity Project are well linked for consultation and engagement with people

Can we develop a clear shared vision based on this work that's developed around individual aspirations

Identify the steps to making changes - when do we work with the community